

## St Thomas of Aquin's RC High School

### School Improvement Plan 2023-26



Self-Discipline

Teamwork

Trust

High Expectations

Openness

Mutual Respect

Achieving Excellence

Success

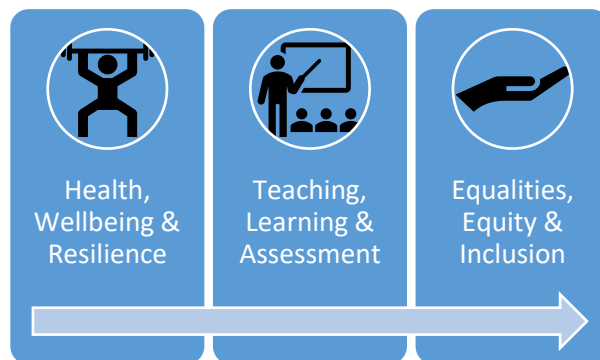
**St Thomas' is a learning community which ensures a safe, supportive and enjoyable environment where pupils, staff, and parents are inspired and motivated to work hard for one another to fulfil the God-given potential of all pupils.**

**There will be three progress reports on the school improvement plan:**

- 1. 1<sup>st</sup> week in November 2023:**
- 2. 2<sup>nd</sup> week in February 2024:** Tasks highlighted in Green have been identified as completed and will come out of the School Improvement Plan
- 3. 3<sup>rd</sup> week in May 2024:**

The school improvement plan uses a “you asked, we are doing” section to support parents and staff identifying their voice in the improvement of the school

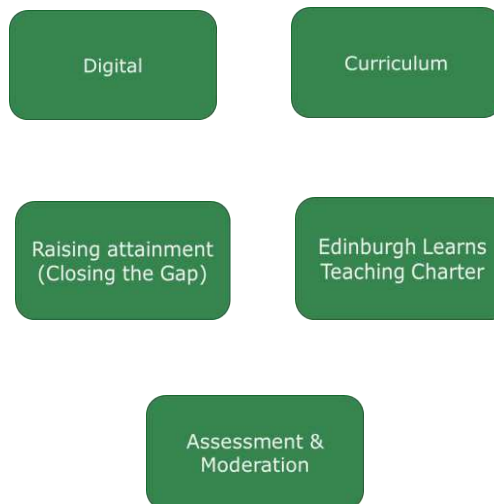
## Key Aspects of improving planning



### Health, Wellbeing & Resilience



### Teaching, Learning & Assessment



### Equalities, Equity & Inclusion



**The school improvement plan is contextualised using the HMIe reporting Quality Indicators**

<b>1.1 Self-evaluation for self-improvement (CS)</b> <ul style="list-style-type: none"> <li>• Collaborative approaches to self-evaluation</li> <li>• Analysis and evaluation of intelligence and data</li> <li>• Ensuring impact on learners' successes and achievements</li> </ul>				
Tasks	By Whom	Resources	Timescale	colouring + Impact statements
<b>Pupil, Staff, and Parent Voice</b> Enhance Staff, Parent, and Pupil voice in the school improvement planning by analysing 2023 surveys and incorporating themes into the school improvement plan via a "You asked, We did"  SLT to support by focused surveys of pupils, parents, and staff (on a single topic) to support the improvement of the school experience	SLT LT Staff Parents Pupils	SLT meetings Parent surveys Pupil Surveys Parent Council meetings Pupil Parliament meetings Equalities Group meetings HT Briefings Website	<b>June 2024</b>	<p>S1 Parent/ Pupil Settling in Survey has been sent out in September.</p> <p>A Parent and pupil "you asked, we did" update has been sent to all parents and pupils via HT Briefing and Key Adult Bulletin</p> <p>A completed staff "you asked, we did2 analysis has been shared with colleagues and a Short Life Working Group (SLWG) has been suggested to support improvement areas. The group has met once and will start planning in May 2024.</p> <p>A Behaviours of Concern SLWG has commenced in January 2024 to support policies and procedures at the school. A staff survey has been shared with colleagues as well as visits to CEC Secondary schools to identify good practice.</p> <p>A Homestudy survey was completed in light of a parent Council meeting and analysis and next steps have been shared with the Parent council and the Leadership Team. In general parents are happy with the school's Homestudy policy and procedures. Consistency in communication of start and end Homestudy dates will further support.</p>
<b>Parent Council meetings aligning to School Improvement Planning</b> Support Parent Council meetings and agendas through parent and pupil Survey analysis	SLT Parent Council QIEO	SLT meetings Parent Council meetings Parent surveys Pupil Surveys	<b>June 2024</b>	<p>PC has discussed attainment and achievement and Learning and Teaching in the September and November meetings.</p> <p>PC meetings will focus on Homestudy and fundraising in 2024.; survey results on the school website: <a href="https://www.st-thomas-of-aquins.org.uk/wp-content/uploads/2016/09/Draft-">https://www.st-thomas-of-aquins.org.uk/wp-content/uploads/2016/09/Draft-</a></p>

				<a href="#">Homestudy-Survey-S1-S6-2023-Parent-Survey-Analysis.pdf</a>  Parent Council to support the newly created Learning, Teaching and Assessment policy in 2024.  Future meetings to link in with School Improvement Plan.
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<b>1.3 Leadership of Change (CS)</b> <ul style="list-style-type: none"> <li>Developing a shared vision, values, and aims relevant to the school and its community</li> <li>Strategic planning for continuous improvement</li> <li>Implementing improvement and change</li> </ul>				
<b>Tasks</b>	<b>By Whom</b>	<b>Resources</b>	<b>Timescale</b>	<b>R A G + Impact statements</b>

<b>Senior Leadership Team remits</b> Redraft SLT remits and strategically amend SLT meetings to support SLT QI improvement priorities	HT SLT Staff Parent Council	SLT Meetings Standards and Quality Reporting School Improvement Planning updates	<b>August 2023</b>	SLT remits updated to support HGIOS4 Quality Indicator focus. Remits on school website: <a href="https://www.st-thomas-of-aquins.org.uk/about/head-teachers-message/">https://www.st-thomas-of-aquins.org.uk/about/head-teachers-message/</a>  Task completed  Updated with SDO post confirmed: <a href="https://www.st-thomas-of-aquins.org.uk/wp-content/uploads/2024/01/2023-24-SLT-remits-SDO-update.pdf">https://www.st-thomas-of-aquins.org.uk/wp-content/uploads/2024/01/2023-24-SLT-remits-SDO-update.pdf</a>
<b>Faculty self-evaluation calendar and Departmental Activity Time</b> Embed the Faculty self-evaluation calendar and its links to the whole school self-evaluation calendar and Departmental Activity Time	HT 2.3 DHT LT Staff	LT Meetings Faculty meetings DATs Faculty planning updates	<b>June 2024</b>	All Faculties have produced a self-evaluation calendar inline with school self-evaluation calendar.  Task completed: See Leadership of Change staff folder.
<b>Develop and enhance Staff Leadership Opportunities</b> Support Staff with leadership opportunities in school and visiting/working with colleagues out with St Thomas and other Secondary schools.	HT LT Staff	LT meetings Inservice's Faculty meetings	<b>June 2024</b>	Senior Development Officer post planned, interviewed, and chosen candidate identified.

Use PRDs, CLPL, PUs and the GTCS standards to support opportunities.	QIEO CEC HTs	Cover arrangements St Thomas of Aquin's building		<p>Colleagues supported to identify and visit areas of good practice in and outwith City of Edinburgh Council. (Staff briefing/PRDs)</p> <p>BoC SLWG colleagues are visiting CEC schools as a means of developing Leadership Opportunities.</p> <p>SLWG Lead in communication offered to Colleagues. Group have met and will start to plan in May 2024.</p> <p>SQA opportunities supported through Faculties.</p>
<p><b>Vision and Values analysis and update</b></p> <p>Survey pupils and parents to support the continued collegiate aspirational vision and values of the school: Specifically, Safe, supported and Enjoyable + St Thomas values</p> <p>SDO to plan and implement pupils nominated for celebration who are contributing to the Vision and Values of the school</p>	HT SLT LT Staff	<p>Pupils and Parent Surveys</p> <p>Assemblies</p> <p>Key Adult classes</p> <p>SLT and PC meetings</p>	<b>March 2024</b>	
<p><b>Sustainability plan for St Thomas of Aquin's</b></p> <p>Classroom and Corridor Lighting – identify and implement plan to support saving energy</p>	Sustainability Lead Climate Acton Group Parent Council	<p>Climate Action Group meetings</p> <p>Pupil Parliament</p> <p>0.2 FTE school budget</p>	<b>June 2024</b>	<p>Climate Action Group supported by Dr Bogomazova are identifying light sensors to support the reduction in energy usage and cost.</p> <p>CAG supporting school improvement in reduction of electricity use; systems for recycling; and planning the 2<sup>nd</sup> Big Green Week in June.</p> <p>A plan for Key Adult Classes to support the collecting of recycling from classes is being looked into.</p>
<p><b>Lunchtime and afterschool school Clubs plan:</b></p> <p>Marketplace, Sports captain, and monthly achievement implementation</p>	HT CL of PE HWB co-ordinator Sports Captains	<p>Staffing</p> <p>Updated clubs document</p> <p>Marketplace planning</p> <p>Use of notice boards</p>	<b>September 2023</b>	<p>2023-24 After school sports clubs in place on the school website: <a href="https://www.st-thomas-of-aquins.org.uk/wp-content/uploads/2023/09/Active-Schools-Club-booklet-23-24.pdf">https://www.st-thomas-of-aquins.org.uk/wp-content/uploads/2023/09/Active-Schools-Club-booklet-23-24.pdf</a></p> <p>Lunchtime and After school clubs continue to be planned and updated via Active Schools and Staff support. Email shared with parents in HT briefing for February 5<sup>th</sup>.</p>

<b>1.5 Management of resources to improve Equity (CS/JR/IJP)</b> <ul style="list-style-type: none"> <li>• Management of finance for learning</li> <li>• Management of resources and environment for learning</li> </ul>				
Tasks	By Whom	Resources	Timescale	R A G + Impact statements
<b>Review and enhance Pupil Equity Funding resources (45K per annum)</b>  Review strategy supporting identified SIMD 1+2, Care Experienced, and LAAC pupils  Review P2Be, Universal Breakfast club spending  Plan SDO Advert and SSA support for Pupil Support Leaders	HT DHT 3.1 BM PEF Coaches P2B manager	SLT meetings BM/HT meetings CAT/Leadership meetings P2B meetings SDO Advert	<b>June 2024</b>	Senior Development Officer post remit created and interviewed. Successful candidate in place.  SDO is tracking all SIMs 1+2 pupils, identified Care Experienced pupils, and LAAC pupils. DHTs to liaise with SDO to ensure simplified child planning and impact are taking place.
<b>Support pupils Ipads with charging points in classrooms</b> Clear places to charge Ipads - use of Key Adult Time Information to parents	DHT/BM meetings LT meetings Key Adult classes	BM/HT meetings CAT/Leadership meetings	<b>June 2024</b>	Key Adult Time to support the charging of iPads. Staff briefing email of September 8 <sup>th</sup> /15 <sup>th</sup>

<b>2.2 Curriculum (CS/SLT/LT)</b> <ul style="list-style-type: none"> <li>• Rationale and design</li> <li>• Development of the curriculum</li> <li>• Learning pathways</li> <li>• Skills for learning, life, and work</li> </ul>				
<b>Tasks</b>	<b>By Whom</b>	<b>Resources</b>	<b>Timescale</b>	<b>R A G + Impact statements</b>

<b>Daily Key Adult system at St Thomas</b>  Strengthening the pastoral role of KA teachers who will undertake 3 x S1-S3 Learner conversations as part of the Tracking and Monitoring  Relaunch of the wellbeing outcomes to staff and pupils to be used as an evaluation tool during learner conversations.	SLT All Staff Pupils Parents	Admin support (Tracking Reports) Key Adult Time Calendar planning and communication	<b>June 2024</b>	CAT Key Adult 13/09. Introduction of the Monitoring of anomalies from 19/09.  KA class added to period by period registration and truancy call Learner Conversations (LCs) to be led by Teachers/Pupil Support Leaders/SLT One note used to capture LCs  SDO has completed staff and pupil Key Adult Class surveys which will support the refocus for May 2024.
<b>Transition curriculum planning</b>  Transition project with associated primary schools: a mixture of visits to St Thomas, senior pupil led projects at LC Primary schools, and sharing very good practice amongst colleagues	HT DHT 3.1 LT Learning Community Primaries	LC meetings St T Faculty TT		P5-7 projects planning and implementation underway involving all associated primary schools. Art, Drama (P6), Concert (P7) and Social Subjects (P7) all up and running. schools. ML schedule of weekly visits.
<b>Coursing of S3-S6 pupils</b> Support new senior courses with CLPL time allocation  <ul style="list-style-type: none"> <li>• Environmental Science</li> <li>• Fashion &amp; Textiles</li> </ul>	SLT Curricular Leaders Staff	Senior Leadership Team meetings Accurate DSM budgeting and pupil roll analysis Leadership Meetings	<b>June 2024</b>	Coursing and allocation of pupils for 2 new courses in place  Task completed
<b>Wellbeing and RE retreats</b>  <b>4 x RE Retreats (June/September/December/March)</b>	DHT 3.1 CL of RE	Plan and implement 4 retreats for S5-S6 pupils. Pupils Timetable NET ministries Sisters of Mercy Archdiocese	<b>June 2024</b>	S1 Net Ministries completed in September & October.  S5-6 December 1 <sup>st</sup> retreats planned and Organised  S5-6 retreats in place and should now be an annual part of RE programme. To be placed in annual calendar when WTA discussions take place in May/June

<b>2.3 Learning Teaching and Assessment (SM)</b> <ul style="list-style-type: none"> <li>• Learning and Engagement, including use of digital technologies</li> <li>• Quality of Teaching</li> <li>• Effective use of Assessment</li> <li>• Planning, Tracking &amp; Monitoring</li> </ul>				
<b>Tasks</b>	<b>By Whom</b>	<b>Resources</b>	<b>Timescale</b>	<b>R A G + Impact statements</b>

Update St Thomas Learning, Teaching and Assessment policy	DHT 2.3	SLT meetings Leadership of Change meetings Learning and teaching WG Faculty meetings Pupil Assemblies Focus groups PC meetings	June 2024	<p>Draft issued to staff during August in service. Staff invited to feedback any suggestions for improvement. LTA policy presented to Parent Council and emailed to all parents for feedback.</p> <p>St Thomas Learns poster created and launched before October break. Year groups assemblies held before the October break to launch policy. St Thomas Learns posters to be placed in every classroom (December).</p> <p>Home study section finalised- see section below.</p> <p><i>Planning tracking and monitoring-</i></p> <p>New S1-6 tracking guidelines booklet issued to all staff.</p> <p>Formal assessment window introduced end of Oct in addition to January prelims.</p> <p>October in service- carousel sharing good practice delivered by colleagues focused on St Thomas Learns.</p> <p>St Ts Learns Parent Council presentation completed in November/March.</p> <p>All St T Learns year group Assemblies completed in Feb '24.</p> <p>St Ts Learns posters displayed in all classrooms.</p>
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				St Ts Learns policy supports Sharing Classroom Experience rounds and programme.
<b>Development of iPad skills and use of Apps to support learning and Teaching</b>	DHT 2.3/HT/BM/CL CS LTA & ICT group	CAT/Faculty sessions CEC CLPL LTA group Whole school time in in-service would be welcome as teacher skills are extended to allow peer learning.	<b>June 2024</b>	<p>Learner conversations whole school system launched using OneNote- CAT delivered to staff.</p> <p>Pupil assemblies held (15/9 and 25/9) in line with tracking periods.</p> <p>L&amp;T group have met and discussed launch of LC. Amendments have been made taking feedback into consideration. More time to allow this whole school approach to embed required.</p> <p>Top Tip Tuesday's email to all staff with bitesize CLPL.</p> <p>SM has arranged a meeting with Pupil Parliament to create questions to review the use of iPads across the school as we approach one year with iPads in the community.</p> <p>Development of May iPad CLPL taking shape.</p>
<b>All staff to develop/enhance skills in the 4 aspects of the Edinburgh Learns Teaching charter</b> <ul style="list-style-type: none"> <li>• Differentiation</li> <li>• Leadership of Learning</li> <li>• Skills</li> <li>• Formative assessment for learning</li> </ul> <p>To provide regular opportunities for colleagues to learn from each other to share good practice and engage in current educational reading.</p>	DHT 2.3 LTA group Faculties	CAT sessions CEC CLPL LTA group PRD discussions	<b>June 2024</b>	<p>Faculty self -evaluation calendars developed to support sharing classroom experience opportunities at faculty level.</p> <p>CLPL schedule created for Newly qualifies Teachers.</p> <p>QIEO and CEC HTs supporting supported self-evaluation visit in March '24.</p>
<b>Consolidation of Redrafting of shared classroom experience in line with Edinburgh Learns Teaching Charter</b> <p>Further develop our school learner visit programme with MS forms and mini faculty reviews</p>	DHT 2.3 LTA group All staff Unions	CAT sessions Leadership Team meetings CEC CLPL LTA group	<b>June 2023</b>	<p>Term 1 Learner visit schedule issued with MS forms link attached.</p> <p>L&amp;T working group meeting November to create a mini faculty review structure.</p> <p>L&amp;T working group meeting to create questions in line with the St Thomas Learns policy</p>

<p><b>BGE CfE Levels and S1-S3 Homestudy analysis, moderation, and sharing good practice</b></p> <p>Faculty plans shared with parents and pupils Homestudy Policy written, and parent supports implemented (Satchel)</p> <p>BGE L3 and L4 exemplars to be further developed and refined and shared with pupils to cover all skills with the subject.</p> <p>BGE L3 and L4 exemplars placed on school website.</p> <p>Continue developing the aesthetics of the school and ensure that display boards are used effectively and are up to date.</p>	<p>CL of RE DHT 2.3 Curricular Leaders All staff</p>	<p>Leadership Team Faculty Meetings Pupil surveys School website</p>	<p><b>December 2023</b></p>	<p>Home study policy- SM met with CW to get an update. Audit of home study collated, and appendix added to LTA policy.</p> <p>SM has offered a meeting to the PC discuss with parents interested in looking at home study to gauge perspective of home study. SLWG to be created?</p> <p>BGE CfE levels – outstanding faculties emailed. Please see website for update: <a href="https://www.st-thomas-of-aquins.org.uk/bge/">https://www.st-thomas-of-aquins.org.uk/bge/</a></p> <p>New display boards ordered to support displays of leadership opportunities across the school.</p>
<p><b>Faculty pupil voice systems to support Learning Conversations and end of course analysis and evaluation</b></p>	<p>SLT Leadership Team Faculties</p>	<p>Leadership Team Faculty Meetings Pupil Surveys</p>	<p><b>June 2023</b></p>	<p>Faculty self-evaluation calendars include pupil voice systems</p> <p>Introduction of One-note Learning Conversations in place. This system supports all Tracking Reporting with Pupils leading on their next steps and parents being able to access via Child's iPad.</p>

ICT (SLT/CL of CS)				
Tasks	By Whom	Resources	Timescale	R A G + Impact statements

<b>S1-S6 iPads</b> <ul style="list-style-type: none"> <li>Spreadsheet to collate all iPads in use at the school</li> <li>Communication to parents and pupils regarding broken/lost iPads</li> <li>Communication to YHs/PSLs, parents, and pupils regarding iPad returns by St Thomas of Aquin's Leavers</li> </ul>	BM/CL CS/DHT 2.3/GP/HT	iPad spreadsheet Pupil assemblies Parent meetings Clerical Assistant support DSM Budget	<b>June 2024</b>	<p>All St Thomas of Aquin's pupils in session 2023-24 have access to an iPad.</p> <p>Identified DSM iPad budget in place.</p> <p>SM to create a survey for parents, staff and pupils to gauge feedback on how the iPads are supporting L&amp;T one year on.</p> <p>iPads strategy now supported via SLT and BM meetings</p> <p>Task completed</p>
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<b>3.1 Ensuring wellbeing, equality and inclusion (IJP)</b> <ul style="list-style-type: none"> <li>Wellbeing</li> <li>Fulfilment of Statutory Duties</li> <li>Inclusion and Equality</li> </ul>				
<b>Tasks</b>	<b>By Whom</b>	<b>Resources</b>	<b>Timescale</b>	<b>Impact statements</b>
<b>Quality assurance calendar</b>  Review of the 3.1 Quality Assurance calendar to ensure that pupils' needs are met with greater consistency in classrooms and evaluate the impact of the strategies used at pathway 1&2 prior to targeted intervention as well as the	DHT 3.1 SLT Leadership Team All Staff	SLT meetings Leadership meetings CATs Integrated Support time Pupil surveys	<b>June 2024</b>	LDS policy drafted and piloted. Staged intervention and referrals to wider team through a bi-monthly meeting.
<b>Anti-racist and hate language/action</b>  Launch of a whole school initiative (Mentors for Violence Prevention) led and delivered by S6 peer mentors to coincide with the relaunch of an anti-bullying policy  Focus on systems and procedures to improve the quality consistency of the feed-back provided to pupils, staff and parents following on from SEEMIS referrals, wellbeing concern forms and the recording of incidents on the SEEMIS Equalities and Management module.  Piloting of a pupil-managed system allowing for anonymous reporting of bullying instances will be piloted.	DHT 3.1 SLT Leadership Team All Staff Team around the cluster	SLT meetings Leadership meetings CATs Integrated Support time Pupil surveys RRS accreditation	<b>April 2024</b>	MVP Training (staff lead and input at August CAT, Training of Senior mentors, delivery of initial session to all S1s/S2.  S1, S2, S3 pupils have taken part in Mentors for Violence Prevention session delivered by Senior pupils and trained members of staff. (In PSE and RE).  The quality assurance of Wellbeing Forms is taken place and feedback given to staff.  Rights Respecting Schools silver award planning process ready for June validation.
<b>BrBIBb policy and On Call system review:</b> Analyse and evaluate existing policy, share examples of referrals, and make Improvements and amendments to the existing policy during 2023-24.	DHT 3.1 SLT Leadership Team All Staff	SLT meetings Leadership Team meetings CAT session DAT sessions SLWG (Oct-Jan) Meeting with M Lyon (QIEO)	<b>December 2023</b>	Analysis of referrals per year group has been completed. A Behaviours of Concern Short Life Working Group has been created and chaired by HT. BOC to become part of school improvement planning in 24-24.  Behaviours of Concern Short Life working group has met 4 times, visited other CEC secondary Schools, and supported staff voice with survey.
<b>Pupil rights and voice</b> A termly schedule of meetings for the pupil parliament (BGE/ Senior Phase) to strengthen pupil voice and work towards young people feeling that their views are listened to (currently 59%) and taken into account (currently 49%)	DHT 3.1 SLT PSLs	SLT meetings IST Assembly times RRS Lead	<b>April 2024</b>	1 meeting of Pupil parliament (Scottish Youth Parliament supported by LLD Senior Phase Pupil Parliament meeting on 28 <sup>th</sup> September. BGE date in October the communication through Key

CLPL focusing on the teaching and learning of rights across the curriculum, establish pupil-focused groups to seek place pupils' views at the centre of RRSAs towards the school's Silver and Gold accreditation as a Rights Respecting School, create opportunities for pupils to build their knowledge and understanding of UNCRC		Pupil surveys		<p>Adult</p> <p>Meeting scheduled on Tues 26/09 period 1 to discuss overview of RR plan Right of the Month communication through KA.</p> <p>A Pupil Parliament structure is being is being changed to focus on Learning and Teaching, Health and Wellbeing, and Curricular opportunities.</p>
<p><b>Update strategic and operation Attendance systems at St Thomas</b></p> <p>Lesson by lesson attendance Admin protocols for contacting parents Parents aware of CEC policy</p>	DHT 3.1 & BM SLT Integrated Support Team and Admin Team Leadership Team All Staff	SLT meetings Leadership Team meetings CAT session Faculty meetings	<b>June 2023</b>	<p>Introduction of monitoring of anomalies by KA teacher. Period by Period registration and truancy text to include KA Late sign in moved to 8.50</p>
<p><b>Child Protection Folders and Health Care plans</b></p> <p>Embedding of PPR guidelines - rolling programme of updating S1 CP Folders coming into the school and S4-S6 Leaver CP folders moving away from the school.</p> <p>Review of Health Care Plans and medical information</p>	DHT 3.1 SLT Integrated Support Team and Admin Team	SLT Meetings DHT 3.1 meetings CEC policy Integrated Support Team meetings	<b>June 2023</b>	<p>New filing system implemented for S1s</p> <p>HCP- List of HCP drafted and double checked against information held on SEEMIS. Investigation of discrepancies.</p> <p>Health Care plan system is in place via Admin Office and Medical SSA.</p>
<b>Wellbeing Hub development and HWB policy completion</b>	CL WBH DHT 3.1 SLT Leadership Team All Staff	SLT meetings Leadership Team meetings CAT session Faculty meetings	<b>June 2024</b>	<p>Move to new WBH – Weekly meeting with CL/BM Referral system in place – bi monthly meetings Diversification of provision offered through a wider range of partnership Enquiry made with SHINE Glasgow University for a whole school well being system.</p>
<p><b>Nurture, Trauma, and Circle training update</b></p> <p>Whole school CLPL in nurture training and trauma informed practice to further enhance inclusive practice across all curricular areas</p>	DHT 3.1 SLT Integrated Support Team and Admin Team	SLT meetings CAT sessions In-service sessions	<b>June 2024</b>	<p>Delivery of Core training Session 1 Email sent to staff re modules to complete before next input in January</p> <p>Delivery of Core Behaviours Training Session 2 has been completed</p>

Pilot to evaluate the sense of well-being across the school community (including pupils, parents and staff), identify areas of strength and good practice and areas for development  Further whole school CLPL on Circle Resource to ensure that pathway 1 supports are fully embedded in all classrooms.	Leadership Team All Staff			(January 2024).  Adverse Childhood Experience training will take place in May 2024.
				Curriculum-based project on Equalities In partnership with National Art Galleries

<b>3.2 Raising attainment and achievement (CS)</b> <ul style="list-style-type: none"> <li>• Attainment in Literacy and Numeracy</li> <li>• Attainment over time</li> <li>• Overall quality of learners' achievements</li> <li>• Equity for all learners</li> </ul>				
<b>Tasks</b>	<b>By Whom</b>	<b>Resources</b>	<b>Timescale</b>	<b>Impact statements</b>

<b>St Thomas of Aquin's attainment strategy</b> Maintain of St Thomas of Aquin's 5 @ Level 3 (95%), Level 4 (90%) in S4, and have an aspirational target of 65% of S4 pupils achieving 5 National 5 passes. In S5 have an aspirational target of 45% of S5 pupils achieving 5 Level 6 and 60% of S6 achieving 5 Level 6 by the end of S6  HT and Faculty Insight meetings September/October Insight  Faculty Tracking of all SIMD 1-2 pupils; Care Experienced, and LAAC pupils – Termly updates by DHT 2.3	HT DHT LT Staff	SLT meetings LT meetings Inservice's Faculty meetings Tracking analysis 16 + Meetings	<b>June 2024</b>	2022-23 SQA results stats: 5 @ Level 3 = 94% 5 @ Level 4 = 91% 5 @ Level 5 = 71%  5@L6 in S5 = 30% 5@L6 in S5 = 51%  1 <sup>st</sup> Tracking round for S1-S3 and s4-S6 pupils taking place in September and early October.  CfE S1 Data shared with associated Primary schools. Annual data sharing to support moderation of a Level.
<b>Transitions</b> Share S1 Tracking information with Associated Primaries every February and share Learning Community moderation of BGE Literacy and Numeracy	HTs Learning Community	LC meetings Admin support	<b>January 2024</b>	Completed
<b>The Tracking of S1-S6 pupil achievement</b>  New SDO post to implement a twice-yearly system via MS Forms, Key Adult, and Seemis to capture all S1-s6 achievement	DHT 2.3 HT Active Schools co-ordinator	SLT meetings Pupil surveys Key Adult Time	<b>June 2024</b>	SDO planning to start the tracking of pupils in Key Adult in May.
<b>Parent Council supporting St Thomas of Aquin's Positive Destinations</b>	HT DHT 2.3 PC	PC meetings PC Sub group	<b>June 2024</b>	

Whom	Where	Asked for	We are doing	Evidence
Parents	Parent Surveys	<p>March 2023 Parent survey identified 39% of parents either disagreeing, strongly disagreeing, or not knowing about the school encouraging healthy and regular exercise.</p> <p>March 2023 Parent survey identifies 41% of parents either disagreeing, strongly disagreeing, or not knowing that the school supports their child's wellbeing.</p> <p>March 2023 Parent survey identifies 37% of parents either disagreeing, strongly disagreeing, or not knowing that their child is supported to make choices about taking the subjects that are right for them.</p> <p>March 2023 Parent survey identifies 48% of parents either disagreeing, strongly disagreeing, that the school gives advice on how to support my child's learning at home</p>	<p>S1- S4 year groups all participate in 2 lessons of Core PE a week. S5 and S6 pupils all participate in 1 lesson of Core PE a week.</p> <p>2023-24 After School Sports clubs in place and information found on the school website.</p> <p>The school provides all pupils with a Place2be counselling service (Mondays/Tuesdays/Wednesdays).</p> <p><b>The PSE curriculum</b></p> <p>The school places updated course choice information on the school website very year and emails the course choice information out to parents via the HT briefing.</p> <p>Course choice information evenings for the Senior Phase and Broad General Education are placed on the school calendar and parents are invited to a MS Teams evening prior to pupil choices. The 2023-24 Senior Phase was been brought forward to September to support parents of senior pupils.</p> <p>For S1-S3 parents, the school has shared exemplars of BGE Level 3 and Level 4 pupil work on the school website. Parents and pupils will be able to compare Levels of work being produced.</p>	<p>School Curriculum: <a href="https://www.st-thomas-of-aquins.org.uk/wp-content/uploads/2022/02/St-Thomas-of-Aquins-RC-High-School-Curriculum-Policy-Updated-Jan-2022.pdf">https://www.st-thomas-of-aquins.org.uk/wp-content/uploads/2022/02/St-Thomas-of-Aquins-RC-High-School-Curriculum-Policy-Updated-Jan-2022.pdf</a></p> <p>2023-24 After school Sports Clubs: <a href="https://www.st-thomas-of-aquins.org.uk/wp-content/uploads/2023/09/Active-Schools-Club-booklet-23-24.pdf">https://www.st-thomas-of-aquins.org.uk/wp-content/uploads/2023/09/Active-Schools-Club-booklet-23-24.pdf</a> .</p> <p>Place2Be: <a href="https://www.st-thomas-of-aquins.org.uk/about/place2be/">https://www.st-thomas-of-aquins.org.uk/about/place2be/</a></p> <p><b>Updated PSE curriculum placed on school website</b></p> <p>Course choice information: <a href="https://www.st-thomas-of-aquins.org.uk/parents-carers/curriculum-for-excellence/">https://www.st-thomas-of-aquins.org.uk/parents-carers/curriculum-for-excellence/</a></p> <p>HT briefing updates: <a href="https://www.st-thomas-of-aquins.org.uk/bulletin/head-teachers-bulletins/">https://www.st-thomas-of-aquins.org.uk/bulletin/head-teachers-bulletins/</a></p> <p><a href="https://www.st-thomas-of-aquins.org.uk/bge/">https://www.st-thomas-of-aquins.org.uk/bge/</a></p>



		<p>Areas to work upon during the year: Activities where my child and I can learn.</p> <p>The school taking my views into account.</p>	<p>S1-S6 Tracking Reports will have a new Leaners Conversations OneNote system in place which will support parents with access to up to date specific feedback based on all Tracking reports</p>	
Pupils	Pupil Surveys: March 2023	<p><b>Q13.</b> I have the opportunity to discuss my achievements out with school with an adult in the school who knows me. 147/424 pupils disagreed/strongly disagreed/Did not know.</p> <p><b>Q14.</b> My school listens to my views:172/424 pupils disagreed/ strongly disagreed/Did not know.</p> <p><b>Q15.</b> My school takes my views into account: 215/424 pupils disagreed/strongly disagreed/Did not know.</p> <p><b>HT Led? Pupil parliament Led.</b></p>	<p>A Senior Development officer has been appointed who has a specific remit of implementing a whole school approach to celebrating pupils' achievements. Key Adult will be the vehicle to support the school's achievement plans.</p> <p>Some Faculties are supporting the achievement of pupils with monthly star of the month pupil achievement awards.</p> <p>The school is continuing to develop as many lunchtime and after school clubs to support pupils.</p> <p>The school is developing pupil voice in a number of ways. A whole school approach to Learner Conversations has been implemented this year so that every pupil has access to a teacher who will support a Learner conversation. Faculties are developing.</p> <p>The Pupil Parliament has been divided into S1-S3 and S4-6 groupings and meetings are being arranged by Pupil Support Leaders and Teaching Staff.</p>	<p>Ms P Hastings has been appointed and we are waiting a start date.</p> <p>Please view Corridor boards throughout the school.</p> <p>Please see clubs on school website: <a href="https://www.st-thomas-of-aquins.org.uk/lunchtime_and-after_school_clubs/sports-clubs/">https://www.st-thomas-of-aquins.org.uk/lunchtime_and-after_school_clubs/sports-clubs/</a></p>

		<p><b>Q16.</b> My homework helps me to understand and improve my work in school. 167/424 pupils disagreed/strongly disagreed/Did not know. CL Led? 2.3 DHT Led.</p> <p><b>Q17.</b> I was given good advice to make choices about taking subjects that are right for me. 151/424 pupils disagreed/strongly disagreed/Did not know. PSL Led? DHTs Led.</p> <p><b>Q21.</b> I enjoy learning at school. 131/424 pupils disagreed/strongly disagreed/Did not know. CL Led? 2.3 DHT Led. (Q27. I am happy with the quality of teaching 77% strongly agree or agree)</p> <p><b>Q28.</b> My school deals well with any bullying. 222/424 pupils disagreed/strongly disagreed/Did not know. (116 pupils stated Don't know) PSL Led? DHTs/HT Led.</p>	<p>When the Senior Development officer starts at St Thomas of Aquin's, I will them to strategically plan for Key Adult Classes to have a direct voice into the Pupil Parliament.</p> <p>The S6 Leadership Team are organising events for all year groups to ensure that the views of pupils are listening to and events are planned with each year in mind.</p> <p>There is a strategic school Learning and Teaching policy which has incorporated Homestudy guidelines. All Faculties have shared with the DHT of Learning and Teaching their S1-S3 Homestudy plans and pupils should be aware of when Homestudy is given and how it will impact their learning.</p> <p>A short Homestudy survey will be shared with pupils in early 2024 to support analysis and next steps.</p> <p>PSE S2 coursing timeline in PSE is in place. BGE and SP Parent Information Evenings take place. Coursing Assemblies to be led in December and January by HT</p>	<p>Please see HT briefing for S6 events planned (November 2023 section): <a href="https://www.st-thomas-of-aquins.org.uk/bulletin/head-teachers-bulletins/">https://www.st-thomas-of-aquins.org.uk/bulletin/head-teachers-bulletins/</a></p>
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## 2023-24 Draft Collegiate Activity Time, Departmental Activity Times, and in-service sessions

1. 1 CAT on Attainment/Insight data and Curriculum strategy – completed on **Tuesday 3<sup>rd</sup> of October**
2. 1 CAT on RRS; Sustainability; and Behaviours of Concern - **January CAT**
3. 1 CAT on Prevent training – **March CAT**
4. 1 CAT on Wellbeing of all Staff and Behaviours of Concern – **January Inservice and January CAT**
5. 3<sup>rd</sup> October: 1 CAT on Learning Teaching and Assessment – Completed on 23<sup>rd</sup> of October
6. 1 CAT on Decolonising the Curriculum and Unconscious Bias– **29<sup>th</sup> of April 2024**
7. 1 CAT on WTA – **17<sup>th</sup> of June 2024**

7 DATs throughout the year which will be linked to the Faculty self-evaluation calendar: Each faculty to email SLT link a bullet point summary of each DAT completed work.

### Possible themes for Inservice days:

**2 August in-service:** Attainment analysis. Staff surveys and school improvement planning. Learning, Teaching and Assessment policy: Completed

Child Protection update. Primary Transition update. Nurture Training: Completed

**October in-service:** Nurture Training (2 hours). Learning, Teaching, and Assessment policy (1 ½ hours)

**January in-service:** Young carers. Relationship Training Part 2 (2 hours). Supporting Classrooms with The Circle document.

**May in-service:** Learning and Teaching. School improvement planning analysis and staff voice. Adverse Childhood Experience training.

**The Quality Indicator 1.3 Leadership of Change focusses around 4 main areas**

- Developing a shared vision, values, and aims relevant to the
- school and its community
- Strategic planning for continuous improvement
- Implementing improvement and change

**Learning, Teaching, and Assessment:** Lee Wilson, Hannah McGowan, Melissa Ross, Nicole Wiffen. Chris Wotherspoon, Jenny Cairns, Georgiana Luncanu, Lauren Stalker,

**Better relationship, Better behaviour, better learning:** Nicole Whiffen

**Equalities and Anti-Bullying:** Marianne Patrick, Jenny Cairns, Katie Hunter, and (Jane Laverick?).

**Equalities curriculum co-ordinator:** Katie Hunter

**Rights Respecting Schools:** Hannah McGowan

**Chaplaincy:** Chris Wotherspoon, Margaret Winders, Marianne Patrick, Allan Whyte

**Timetabling:** Lauren Stalker, Matt Wilson, and Stefania Mariani

**Edict support:** Pete Green

**Health and Safety:** David Lodge, Matt Wilson, Lee Wilson

**Pupil Council:** Liam Rafferty, Luke Murray, Melissa Ross

**Literacy:** Aimee Kavak

**Numeracy:** Jenny Cairns

**Health and Wellbeing:** Darren

**Sustainability:** Kristine Bogomazova

**Developing the young workforce:** Alison